

**A Vision in Progress  
Introduction  
Fiscal Years 2010-2014**

During fiscal year 2009, a five-year strategic plan for fiscal years 2010-2014 was developed for New Mexico State University Alamogordo. The goals, objectives and measures for the plan follow.

**Strategic Plan Task Force  
Co-Chairs**

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**A Vision in Progress  
Executive Summary  
Fiscal Years 2010-2014**

**Goal A**

**Improve and promote fiscal accountability and responsibility**

Objective 1: Improve reporting methods of fiscal accountability

- Measure 1: Promote fiscal accountability by providing, on a quarterly and annual basis, a summary of departmental fiscal activity on the G: drive
- Measure 2: Continue to assure that planning priorities are the basis for budget decisions by analyzing and following the Strategic Plan

Objective 2: Diversify revenue generation efforts

- Measure 1: Hire additional accountant to assist VP of Business and Finance to oversee grants and contracts and other items of business
- Measure 2: Implement a student technology fee - present annual reports to NMSU-A on monies collected and how fee is used
- Measure 3: Increase use of Tays Center for instruction
- Measure 4: Increase revenue generated from Tays Center

Objective 3: Improve efficient use of energy and resources

- Measure 1: Implement campus sustainability plan
- Measure 2: Conduct pilot test of 10-hour, 4-day work week
- Measure 3: Annually assess ADA compliance of campus

**Goal B**

**Continuously improve quality instruction**

Objective 1: Improve and increase web-based, iPod and hybrid instruction

- Measure 1: Increase alternative methods of course delivery (such as web-based, iPod, hybrid, Second Life) across appropriate curricula by 5% per year (as measured by increase in credit hours)
- Measure 2: Syllabi for all courses offered must be posted in Banner and on NMSU-A website by the time classes begin
- Measure 3: Provide a listing of sources for students to access learning materials and digital components at least 2 weeks prior to the first day of classes

Objective 2: Increase opportunities for faculty and staff development

- Measure 1: Provide on-campus professional development for faculty and staff at least once per month and provide a list of activities in annual report
- Measure 2: Institute systematic process for faculty and staff to apply for professional development funding
- Measure 3: Seek funding opportunities not provided in Measures 1 or 2
- Measure 4: Increase faculty and staff recognition (non-monetary) by 5% per year

Objective 3: Improve scheduling of courses for degree completion

- Measure 1: Implement 2-year rotation of courses for degree completion

Objective 4: Prioritize budget to maintain and ensure quality instruction

- Measure 1: Recruit and retain faculty and staff by increasing salaries as defined by the median of the Mercer study
- Measure 2: Ensure equitable workloads, by filling faculty and staff positions as needed and as resources allow
- Measure 3: Increase faculty and staff personnel as enrollment increases – goal: 60:40 ratio of part-time to full-time faculty, and 1:25 ratio of faculty to students

Objective 5: Continuously improve technology infrastructure

- Measure 1: Implement well-defined technology plan that includes technology infrastructure needs
- Measure 2: Implement appropriate technology fees that will maintain and upgrade facilities per technology plan

Objective 6: Continuously improve instruction by assessing student needs

- Measure 1: Increase student response to online course evaluations to the same rate as face-to-face evaluations
- Measure 2: Assist with improving instruction by reducing withdrawal rates after census from both courses and the institution by 2% per year
- Measure 3: Increase student satisfaction with classes as measured by improved ratings on course evaluation forms

### **Goal C**

#### **Expand and promote student opportunities**

Objective 1: Continue to increase student enrollment

- Measure 1: Increase enrollment of students by 3% per year as measured by student credit hours
- Measure 2: Increase enrollment in non-credit courses by 3% per year as measured by student headcount

- Measure 3: Increase enrollment of those in the 50 year old plus population taking courses for credit or non-credit by 3% per year as measured by headcount
- Measure 4: Work with Otero County Economic Development Council to develop a new community survey to help determine new degree and certification offerings (review previous surveys with OCEDC)

Objective 2: Increase marketing for all student opportunities

- Measure 1: Increase marketing and recruitment activities that will assist with increasing military-related enrollments by 2% per year
- Measure 2: Increase visibility of NMSU-A by securing webmaster services
- Measure 3: Create baseline for student contacts – increase number of student contacts within service area by NMSU-A personnel
- Measure 4: Increase visibility of NMSU-A by participating in 50% of major organizations in service areas at least once per year

Objective 3: Promote lifelong learning opportunities

- Measure 1: Review and recognize completion status of service projects with student organizations every December and May
- Measure 2: Document and report annually activities that promote collaboration between NMSU-A and the diverse communities we serve

Objective 4: Develop academic program offerings to meet the needs of the diverse communities we serve

- Measure 1: Improve academic program offerings to meet the needs of the diverse communities as measured by such things as increased enrollment and graduation rates

## **Goal D**

### **Increase the retention and success of all students who enroll at NMSU Alamogordo**

Objective 1: Increase student retention rates

- Measure 1: Increase the first fall to second fall retention rates of first-time, full-time, degree-seeking students by 2% per year
- Measure 2: Increase retention rate of first-time students who are enrolled in at least one developmental course
- Measure 3: Increase the percentage of ABE students who transition to NMSU-A classes by 2% per year

Objective 2: Increase student engagement on campus and in the diverse communities we serve

- Measure 1: Increase the activities of campus student groups by 2% per year
- Measure 2: Increase the number of events on campus that includes student participation and attendance by 5% per year

Objective 3: Continuously improve student support services

- Measure 1: Increase student satisfaction with Academic Advising as measured by an increase in the mean satisfaction score of advising-related questions on the Noel-Levitz Student Satisfaction Inventory Survey by 0.10 (on a scale of 1 to 7) each time the survey is conducted
- Measure 2: Increase student satisfaction with Financial Aid as measured by an increase in the mean satisfaction score on financial aid-related questions on the Noel-Levitz Student Satisfaction Inventory Survey by 0.10 (on a scale of 1 to 7) each time the survey is conducted
- Measure 3: Increase the percentage of students who apply for financial aid by 2% per year
- Measure 4: Increase the dollar amount of scholarships available to, and awarded to, students by 2% per year
- Measure 5: Increase the types of communication channels used to advise, inform and engage students (such as using Instant Messaging, MySpace, etc)
- Measure 6: Increase the percentage of advised students as a percentage of student population

Objective 4: Continuously improve and increase usage of academic support services

- Measure 1: Increase the use of the Academic Support Center (ASC) services by 2% per year
- Measure 2: Increase the use of library services by 2% per year
- Measure 3: Increase the collaboration between faculty and their classes with the ASC and library
- Measure 4: Increase student satisfaction with the ASC (tutoring services) as measured by an increase in the mean satisfaction scores of tutoring-related questions on the Noel-Levitz Student Satisfaction Inventory Survey by 0.10 (on a scale of 1 to 7) each time the survey is conducted
- Measure 5: Increase student satisfaction with the library as measured by an increase in the mean satisfaction scores of library-related questions on the Noel-Levitz Student Satisfaction Inventory Survey by 0.10 (on a scale of 1 to 7) each time the survey is conducted

Objective 5: Increase student pass, graduation, and transfer rates

- Measure 1: Decrease non-passing rates by 2% per year of (i) individual classes and (ii) overall course loads of students for each term for all student populations
- Measure 2: Increase the three-year graduation rate of the first-time, full-time, degree-seeking students who enter NMSU-A each fall semester by 2% for each succeeding cohort of students
- Measure 3: Increase transfer rates of students with associate degrees (AS and AA) to four-year institutions by 2% per year

Objective 6: Continuously improve workforce readiness

- Measure 1: Increase workforce readiness by 2% per year as measured by student and employer satisfaction and placement surveys
- Measure 2: Increase number of students who participate in workshops, co-ops, internships (for both hard skills and soft skills) that relate to workforce readiness
- Measure 3: Ensure and enhance collaboration on workforce readiness between NMSU Alamogordo and community agencies, advisory boards, etc

**Goal E**  
**Promote college readiness by enhancing collaborations**

Objective 1: Promote high school student academic readiness by collaborating with high school staff and administration, as well as parents, and high school students

Measure 1: At least once a semester, including summers, offer workshops/seminars on test preparation

Measure 2: Partner with area high school educators to encourage students to take English, math and reading placement tests at the end of their 9<sup>th</sup> grade year (prior to developing their schedule for their fall semester of 10<sup>th</sup> grade) with the goal of increasing the number taking the placement tests by 3% per year following baseline year

Measure 3: Increase by 2% the number of students who take test preparation and workshops; analyze cohort data for placement into Math 120 and English 111

Measure 4: Offer area educators the opportunity to take college placement tests once a semester – these opportunities would be used to promote an understanding of minimum standards for entry into college-level English and math – increase the number of testing opportunities by 3% per year

Objective 2: Increase awareness of requirements for higher education and work force readiness by collaborating with students, staff, and community members committed to forming a regional partnership

Measure 1: Increase high school student enrollment in “College 101” by 2% per year and compare cohort data for students who enroll in “College 101” and students who do not enroll in “College 101”

Measure 2: Delegate at least five representatives from the NMSU-A campus to participate in at least two regional events per year

Objective 3: Encourage high school level student participation in college courses by collaborating with high school staff, parents, and high school students

Measure 1: Explore a variety of opportunities and find the resources (such as Gear Up and TRIO grants, church visits, home visits, etc) that would encourage first-generation college students to explore opportunities in higher education

Measure 2: Work closely with high school staff and administrators to promote dual enrollment, and work to increase the number of students taking dual enrollment courses by 2% per year

Measure 3: Improve retention rate of all dual enrollment students by 2% per year

Objective 4: Promote academic awareness and readiness for nontraditional students, e.g., GED, returning, home schooled, and retraining students through collaboration with the diverse communities we serve

Measure 1: Implement strategies that will provide workshops for nontraditional students – increase the number of workshops by 3% per year

Measure 2: Increase number of contacts with regional agencies, i.e., Workforce Solutions, Department of Vocational Rehabilitation (DVR), to provide information concerning educational opportunities for their clients

Measure 3: Increase contacts with community clubs, organizations, and senior centers in the communities served by the campus, to make them aware of course offerings, certificate programs, two-year degree programs, non-degree programs, and professional development training

**A Vision in Progress  
Fiscal Years 2010-2014**

Goal A: Improve and promote fiscal accountability and responsibility

Objective 1: Improve reporting methods of fiscal accountability

Measure 1	Time Frame	Resource(s) Needed	Resource(s) Allocated	Annual Status	Responsible Person(s)
Promote fiscal accountability by providing, on a quarterly and annual basis, a summary of departmental fiscal activity on the G: drive	FY2010 – FY2014	Current resources	Current resources	FY2009	VPBF

**Progress FY10:**

Not on G drive yet; will be completed within couple of weeks.

Areas will get estimated budgets by index.



**A Vision in Progress  
Fiscal Years 2010-2014**

Goal A: Improve and promote fiscal accountability and responsibility

Objective 1: Improve reporting methods of fiscal accountability

Measure 2	Time Frame	Resource(s) Needed	Resource(s) Allocated	Annual Status	Responsible Person(s)
Continue to assure that planning priorities are the basis for budget decisions by analyzing and following the Strategic Plan	FY2010 – FY2014	Current resources	Current resources	FY2009	APAC SP Task Force President

**Progress FY10:**

Contingency fund maintained at no less than 10% balance.

Used contingency fund balance to cover state-mandated 4% reversion.

Members of APAC developed possible plans for a 2%, 4%, 8% FY11 budget cut.

Operating budgets for FY11 will remain at FY10 levels.

**A Vision in Progress  
Fiscal Years 2010-2014**

Goal A: Improve and promote fiscal accountability and responsibility

Objective 2: Diversify revenue generation efforts

Measure 1	Time Frame	Resource(s) Needed	Resource(s) Allocated	Annual Status	Responsible Person(s)
Hire additional accountant to assist VP of Business and Finance to oversee grants and contracts and other items of business	FY2011	Contingent upon funding	Same as Resources Needed	FY2009	Administrative Council VPBF

**Progress FY10:**

Funding is not available to hire an additional accountant.  
Grants and contracts did not increase over FY09.

**A Vision in Progress  
Fiscal Years 2010-2014**

Goal A: Improve and promote fiscal accountability and responsibility

Objective 2: Diversify revenue generation efforts

Measure 2	Time Frame	Resource(s) Needed	Resource(s) Allocated	Annual Status	Responsible Person(s)
Implement a student technology fee - present annual reports to NMSU-A on monies collected and how fee is used	FY2010 – FY2014	\$2.00 per credit added to student fee	Dependent on student and Regent approval	FY2009	IT Coordinator VPBF President

**Progress FY10:**

Student technology fee of \$2 per credit approved by Board of Regents on April 1, 2010. Fee will be implemented July 1, 2010.

**A Vision in Progress  
Fiscal Years 2010-2014**

Goal A: Improve and promote fiscal accountability and responsibility

Objective 2: Diversify revenue generation efforts

Measure 3	Time Frame	Resource(s) Needed	Resource(s) Allocated	Annual Status	Responsible Person(s)
Increase use of Tays Center for instruction	Planning phase FY2010; Implement FY2011-2014	Scheduling of classes, M-F, 8am–10pm	Same as Resources Needed	FY2009	Tays Coordinator Assistant to VPAA VPAA VPBF

**Progress FY10:**

Planning phase to develop schedule where use of gymnasium for PE classes and special events does not overlap.

Pilot test of Ad Astra scheduling software during summer 2010.

Beginning AY11, music room will be used for music classes as well as other class instruction.

New multi-use computer lab in Tays will be operational spring 2011.

Classes in welding, automotive instruction, alternative energy in Advanced Technology Center will begin Spring 2011.

During FY10, amount of BR&R funding loss was \$11,343 due to gymnasium and kitchen designated as special events; appeal was submitted - loss in BR&R funding for FY11 is \$5,936.

Continue to review ways to increase class use of gym and stage spaces for instructional use.

**A Vision in Progress  
Fiscal Years 2010-2014**

Goal A: Improve and promote fiscal accountability and responsibility

Objective 2: Diversify revenue generation efforts

Measure 4	Time Frame	Resource(s) Needed	Resource(s) Allocated	Annual Status	Responsible Person(s)
Increase revenue generated from Tays Center	FY2010 – FY2014	Increase revenue generated by 10%/year until self-sustainable (including salaries)	Same as Resources Needed	FY2009	Tays Coordinator VPBF President

**Progress FY10:**

Revenue Generation -- trend data indicates low usage of Tays for special events:

FY09 – Rental fee generation -- \$4,675 – if NMSU-A did not waive or co-sponsor any events, FY09 would have generated \$10,200 in revenue.

FY09 - All revenue generated from special events for personnel who assisted with events was distributed to those individuals; fiscal audit in progress.

FY10 – Rental fee generation -- \$3,400 (27% decrease from FY09) - if NMSU-A did not waive or co-sponsor any events, FY10 would have generated \$5,100 in revenue.

Beginning January 16, 2010 all revenue generated from special events for personnel has been deposited into Tays account; fiscal audit in progress.

Development of new contract language and signature authorization for contracts in progress.

**Costs - FY09:**

Coordinator, Tays Special Events (\$43, 914), plus instruction (\$22,623) plus benefits (\$19,961).

Tech II, non-exempt, 12-month, grade 7, \$10.64/hr (\$22,131) plus benefits (\$6,639).

Events security allocation (\$8,000).

Utilities (\$9,416).

**Costs – FY10**

Coordinator, Tays Special Events (\$44, 074) plus instruction (\$26,444) plus benefits (\$21,557).

Tech II non-exempt position, grade 7 @ \$10.64 per hour changed to Custodial Worker B position, grade 4 at \$7.79 per hour (\$16,203) plus benefits (\$4,860). Custodian reports to Custodial Supervisor.

Setup and takedown responsibilities for special events moved to PPD. No additional personnel have been hired to handle responsibilities.

Security for Special Events - budget allocation of \$8,000 per year was moved to PPD for campus security and APS contract - use campus security for special events.

Utilities - TBD after July 1, 2010.

**A Vision in Progress  
Fiscal Years 2010-2014**

Goal A: Improve and promote fiscal accountability and responsibility

Objective 2: Diversify revenue generation efforts

Measure 4	Time Frame	Resource(s) Needed	Resource(s) Allocated	Annual Status	Responsible Person(s)
Increase revenue generated from Tays Center	FY2010 – FY2014	Increase revenue generated by 10%/year until self-sustainable (including salaries)	Same as Resources Needed	FY2009	Tays Coordinator VPBF President

**Progress FY10 (continued):**

Utilities

Tays Center has its own HVAC System. During FY09, physical control of HVAC system in Tays was moved to PPD. The following shows electricity and gas usage for Tays Center over four-year time frame:

FY06

Total cost - \$16,490.16  
Therms used - 15,590.493

FY 07

Total cost - \$18,828.85  
Therms used - 20,205.071

FY08

Total cost - \$17,800.12  
Therms used - 18,844.282

FY09

Total cost - \$9,415.70  
Therms used - 10,754.164

**A Vision in Progress  
Fiscal Years 2010-2014**

Goal A: Improve and promote fiscal accountability and responsibility

Objective 3: Improve efficient use of energy and resources

Measure 1	Time Frame	Resource(s) Needed	Resource(s) Allocated	Annual Status	Responsible Person(s)
Implement campus sustainability plan	Define plan in FY2010; Implement plan FY2011	Unknown until sustainability plan is completed	Same as Resources Needed	FY2009	Sustainability Task Force Facilities Coordinator President

**Progress FY10:**

Plan submitted September 2009 (update will be completed on yearly basis).

**A Vision in Progress  
Fiscal Years 2010-2014**

Goal A: Improve and promote fiscal accountability and responsibility

Objective 3: Improve efficient use of energy and resources

Measure 2	Time Frame	Resource(s) Needed	Resource(s) Allocated	Annual Status	Responsible Person(s)
Conduct pilot test of 10-hour, 4-day work week	Implement June-July 2009; Assess results FY2010	Unknown until pilot test is completed	Same as Resources Needed	FY2009	Sustainability Task Force Administrative Council

**Progress FY10:**

Pilot test conducted summer 2009.

Results from study showed half of the campus supported implementation; other half did not.

Cost of utilities during pilot test did not decrease.

Results of pilot test posted on the web, under "Report: 4-Day Work Week Pilot at Alamogordo" October 2009.



**A Vision in Progress  
Fiscal Years 2010-2014**

Goal A: Improve and promote fiscal accountability and responsibility

Objective 3: Improve efficient use of energy and resources

Measure 3	Time Frame	Resource(s) Needed	Resource(s) Allocated	Annual Status	Responsible Person(s)
Annually assess ADA compliance of campus	FY2010 – FY2014	Dependent on assessment	Same as Resources Needed	FY2009	ADA Task Force Facilities Coordinator

**Progress FY10:**

Facilities coordinator trying to get ADA group from Santa Fe to inspect buildings; they will inspect only one building during each visit.

**A Vision in Progress  
Fiscal Years 2010-2014**

Goal B: Continuously improve quality instruction

Objective 1: Improve and increase web-based, iPod and hybrid instruction

Measure 1	Time Frame	Resource(s) Needed	Resource(s) Allocated	Annual Status	Responsible Person(s)
Increase alternative methods of course delivery (such as web-based, iPod, hybrid, Second Life) across appropriate curricula by 5% per year (as measured by increase in credit hours)	Annually through FY2014	Course development fee for online courses Software upgrades Prof. Development	\$16,000/yr \$8,000/yr \$10,000/yr	FY2009	Division Heads VPAA

**Progress FY10:**

HSSE added 4 hybrid, 1 second-life, and 7 online classes during AY 2009-10.

ProTech added 15 online classes during AY 2009-10.

MESH added 1 hybrid and 4 online classes during AY 2009-10.

Mentors, division colleagues, division heads added to selected online courses over semester to provide support to faculty for improvements leading to more successful student learning.

Continued planning for more systematic review process for all online classes on regular basis, with emphasis on improvement of delivery in support of student success.

I&G budget supports a full-time instructional technologist to assist with online courses.

**A Vision in Progress  
Fiscal Years 2010-2014**

Goal B: Continuously improve quality instruction

Objective 1: Improve and increase web-based, iPod and hybrid instruction

Measure 2	Time Frame	Resource(s) Needed	Resource(s) Allocated	Annual Status	Responsible Person(s)
Syllabi for all courses offered must be posted in Banner and on NMSU-A website by the time classes begin	Spring 2010	Current resources	Current resources	FY2009	Division Heads VPAA

**Progress FY10:**

Banner no longer has syllabus posting option.

Plans for posting syllabi on NMSU-A website will be developed summer 2010.

**A Vision in Progress  
Fiscal Years 2010-2014**

Goal B: Continuously improve quality instruction

Objective 1: Improve and increase web-based, iPod and hybrid instruction

Measure 3	Time Frame	Resource(s) Needed	Resource(s) Allocated	Annual Status	Responsible Person(s)
Provide a listing of sources for students to access learning materials and digital components at least 2 weeks prior to the first day of classes	Spring 2010 to be implemented by Fall 2010	Forms developed using current resources	Current resources	FY2009	Division Heads VPAA

**Progress FY10:**

Course book lists with ISBNs are being posted on NMSU-A website as soon as possible prior to new semester.

**A Vision in Progress  
Fiscal Years 2010-2014**

Goal B: Continuously improve quality instruction

Objective 2: Increase opportunities for faculty and staff development

Measure 1	Time Frame	Resource(s) Needed	Resource(s) Allocated	Annual Status	Responsible Person(s)
Provide on-campus professional development for faculty and staff at least once per month and provide a list of activities in annual report	FY2010 - FY2014	N/A	Maintain at \$3,500 (\$3,000 TLC, \$500 NESC); re-evaluate annually	FY2009	VPSS VPAA

**Progress FY10:**

Community College Round-Up, Sep 09, Carlsbad

Susan Hatfield assessment workshop, Oct 09, Alamogordo

NM HEAR, Feb 10, Albuquerque

CCSSE Workshop, Mar 10, Alamogordo

Banner 8 training, Apr 10, Alamogordo

LTC trainings/workshops, FY10: Blackboard Basics I; Blackboard Basics II; Blackboard Migration; Blackboard in a Day; Blackboard Refresher; Load Your Syllabus; Introduction to Skype; Instructional Design Review; Learning Module Design; Blackboard Communication Tools Using Web 2.0 to Enhance Classes and Improve Retention; NMSU Portfolio Tool; Introduction to Respondus-Assessment Editor; Introduction to SoftChalk's LessonBuilder 5; Best Practices for Hybrid Instructors; Using Course Syllabi to Foster Learner-Centeredness; Openness, Disaggregation, and the Future of Education

PTSD training in fall 2010

Banner

Cognos; will have again in June 2010

QuickConnect in fall 2010

CSO and Optimal Resume training

Webinars:

Post Traumatic Stress Disorder, Sep 09, Alamogordo

Family Educational Rights and Privacy Act, Sep 09, Alamogordo

How We Retain More Students by Intervening Earlier, Feb 10, Alamogordo

Banner 8 Training, Mar 10, Alamogordo

**A Vision in Progress  
Fiscal Years 2010-2014**

Goal B: Continuously improve quality instruction

Objective 2: Increase opportunities for faculty and staff development

Measure 2	Time Frame	Resource(s) Needed	Resource(s) Allocated	Annual Status	Responsible Person(s)
Institute systematic process for faculty and staff to apply for professional development funding	Process defined Fall 2009; Implement Spring 2010	Spring 2010 - \$10,000 Fall 2010/Sp 2011-\$10,000 ea. semester Fall 2011/Sp 2012-\$10,000 ea. semester Fall 2012/Sp 2013-\$10,000 ea. semester Fall 2013/Sp 2014-\$10,000 ea. semester	Same as Resource(s) Needed	FY2009	Professional Development Committee (2 staff, 3 faculty) President

**Progress FY10:**

Process defined during fall 2009 – committee members: Jary Rupe, Chair; Kim Lopez-Gallagher, Bobbie Harrington, Manuela Heberle, David Miller.

Allocated for application, spring 2010 - \$10,000.

Individuals who received funding for spring 2010:

- Melissa McIntyre
- Dona Sennett
- Stefanie Ledesma
- Charles Turpin
- Darlene Ellinger
- Hope Patterson
- Kathy Fuller
- Elizabeth Grundhoffer
- Glenda Elser

**A Vision in Progress  
Fiscal Years 2010-2014**

Goal B: Continuously improve quality instruction

Objective 2: Increase opportunities for faculty and staff development

Measure 3	Time Frame	Resource(s) Needed	Resource(s) Allocated	Annual Status	Responsible Person(s)
Seek funding opportunities not provided in Measures 1 or 2	FY2010 – FY2014	Current resources	Current resources	FY2009	Individual faculty and staff ACAO

**Progress FY10:**

Proposal for Title V funding submitted just prior to FY10; consultant, ACAO, team. Not funded.

Proposal for Health Care funding through Department of Labor submitted Oct 2010; team, ACAO. Not funded.

Proposal for Student Support Services submitted through Dept of Education Dec 2010; team, ACAO. Not funded.

Proposal for Carl Perkins funds submitted Apr 2010; Comm. Ed Coordinator, ACAO; funded for \$94,728.

Re-submission for Title V in May 2010; consultant, support staff.

Current expected competitions for 2010/2011: TRIO (Talent Search); consultant required; SS team, AVPEP.

SAFRA (Student Aid and Fiscal Responsibility Act); opportunity within next few months for HSIs for funding STEM project; 5-year funding; expected annual funding \$500,000; consultant contact; STEM team, AVPEP.

Continue to identify additional opportunities.

**A Vision in Progress  
Fiscal Years 2010-2014**

Goal B: Continuously improve quality instruction

Objective 2: Increase opportunities for faculty and staff development

Measure 4	Time Frame	Resource(s) Needed	Resource(s) Allocated	Annual Status	Responsible Person(s)
Increase faculty and staff recognition (non-monetary) by 5% per year	FY 2010 – FY 2014	Current resources	Current resources	FY2009	Consortiums: Non-Exempt Staff Exempt Staff Faculty Assembly President

**Progress FY10:**

Spring 2010, “In Celebration of the Academy”, conducted for recognition of faculty tenure and promotion and achievement of additional degrees for faculty and staff.

Summer 2010, Faculty Consortium implements “Faculty Accomplishments” on web page.

Non-exempt consortium submitted ideas to President – implementation of ideas still to be determined.

Two individuals received NISOD awards – Nancy Montgomery, Jennifer Smith.

One nomination submitted for All USA Professor – Steve Holmes.

Two nominations submitted to Las Cruces for Roberts Memorial Award (outstanding non-exempt staff member).

No process yet on how to measure Roush Award.

Define baseline as FY09 – database not yet developed.



**A Vision in Progress  
Fiscal Years 2010-2014**

Goal B: Continuously improve quality instruction

Objective 3: Improve scheduling of courses for degree completion

Measure 1	Time Frame	Resource(s) Needed	Resource(s) Allocated	Annual Status	Responsible Person(s)
Implement 2-year rotation of courses for degree completion	Defined in Catalog Summer 2010	Current resources	Current resources	FY2009	Assistant to VPAA Divisions Heads VPAA

**Progress FY10:**

Two-year course rotations have been completed for all degrees.

**A Vision in Progress  
Fiscal Years 2010-2014**

Goal B: Continuously improve quality instruction

Objective 4: Prioritize budget to maintain and ensure quality instruction

Measure 1	Time Frame	Resource(s) Needed	Resource(s) Allocated	Annual Status	Responsible Person(s)
Recruit and retain faculty and staff by increasing salaries as defined by the median of the Mercer study	AY2010 - AY2014	FY09 - \$121,000 fac/staff FY10 - \$483,020 fac/staff FY11 - \$699,668 fac/staff FY12 - \$774,668 fac/staff	Same as Resource(s) Needed	FY2009	VPBF President

**Progress FY10:**

Full-time faculty:

FY09 – implemented 1<sup>st</sup> year of 3-year plan to bring faculty salaries to median as defined by Mercer study (\$91,000).

FY10 – implemented 2<sup>nd</sup> year of 3-year plan to bring faculty salaries to median as defined by Mercer study (\$182,000).

FY11 – will implement 3<sup>rd</sup> year of 3-year plan to bring faculty salaries to median as defined by Mercer study (\$307,000) – all faculty salaries are at median as defined by Mercer study during FY11 (when plan was started faculty salaries were 17% below median).

Part-time faculty:

FY09 – increased per credit amount paid to part-time faculty by \$49 per credit (\$500/\$600).

FY10 – increased per credit amount paid to part-time faculty by \$100 per credit over FY09 (\$600/\$700).

FY11 – proposed per credit amount paid to part-time faculty by \$50 per credit over FY10 (\$650/\$750).

Overload for full-time faculty increased by same amount as increases for part-time faculty (FY09, \$600; FY10, \$700; proposed FY11, \$750).

Staff:

Results of Mercer study for staff have not been received; classification system has not been finalized.

Funds have been set aside to start implementation of multi-year plan for Mercer results for staff.

**A Vision in Progress  
Fiscal Years 2010-2014**

Goal B: Continuously improve quality instruction

Objective 4: Prioritize budget to maintain and ensure quality instruction

Measure 2	Time Frame	Resource(s) Needed	Resource(s) Allocated	Annual Status	Responsible Person(s)
Ensure equitable workloads, by filling faculty and staff positions as needed and as resources allow	FY2010 – FY2014	FY2009 – baseline FY2010 - \$215,000 FY2011-2014 – TBD	Same as Resource(s) Needed	FY2009	Administrative Council

**Progress FY10:**

Faculty

- Assistant Professor of Psychology – Dr. Karen Reid
- Assistant Professor of Reading – Dr. Ann French
- Assistant Professor of Physical Science – Dr. David Miller
- Assistant Professor of Math – Dr. Rita Eisele

Administration

- Director of Nursing – Dr. Jan Starr

Student Services

- Admissions - Sandra McKay, Amanda Herrera
- Student Services Specialist (temporary) - Hayley Lehoski
- Moved Title V personnel to 100% institutional funding – Manuela Heberle, Brenda Purvis, Marty McFarland

Physical Plant

- Custodian - Amanda Degurski
- Custodian - Carlos Sanchez
- Custodian Supervisor - David Macias

SBDC

- Coordinator – Marcus McKay
- Business Analyst - Laura Bethke

**A Vision in Progress  
Fiscal Years 2010-2014**

Goal B: Continuously improve quality instruction

Objective 4: Prioritize budget to maintain and ensure quality instruction

Measure 3	Time Frame	Resource(s) Needed	Resource(s) Allocated	Annual Status	Responsible Person(s)
Increase faculty and staff personnel as enrollment increases - goal: 60:40 ratio of part-time to full-time faculty, and 1:25 ratio of faculty to students	FY2010 – FY2014	FY2009 – baseline FY2010 – \$12,000 part-time salaries and overload FY2011 - \$22,000 part-time salaries and overload FY2012-2014 – Contingent on resources and ratio	TBD	FY2009	Administrative Council

**Progress FY10:**

Full-time faculty – 38%  
Part-time faculty – 62%  
Faculty/student ratio – 1:24

Methodology:

1. Calculated unduplicated headcount for each semester.
2. Calculated unduplicated faculty who taught each semester. Full/Part time status based on EOM status in November for Fall Semester and EOM April for Spring semester.
3. Percentage of Total Faculty calculated:  $PT/(PT+FT)$  &  $FT/(PT+FT)$
4. Student Faculty Ratio + Semester headcount / (PT+FT)

Academic Period	PT	FT	Part Time Ratio	Full Time Ratio	Student Faculty Ratio
Fall 2007	71	58	0.55	0.45	19.44
Spring 2008	78	59	0.57	0.43	20.36
Fall 2008	83	60	0.58	0.42	22.60
Spring 2009	87	58	0.60	0.40	21.70
Fall 2009	95	59	0.62	0.38	23.62

**A Vision in Progress  
Fiscal Years 2010-2014**

Goal B: Continuously improve quality instruction

Objective 5: Continuously improve technology infrastructure

Measure 1	Time Frame	Resource(s) Needed	Resource(s) Allocated	Annual Status	Responsible Person(s)
Implement well-defined technology plan that includes technology infrastructure needs	Define plan FY2010; Implement plan FY2011	TBD per technology plan	TBD per technology plan	FY2009	Technology Committee IT Specialist Facilities Coordinator Library Director/AV Specialist President

**Progress FY10:**

Technology plan not fully developed; IT Specialist will send draft.

Increased internet speed from 3 mg to 10 mg.

New wireless access points on order.

IT Specialist to work with Facilities Coordinator, Library Director, AV Specialist on measure.

**A Vision in Progress  
Fiscal Years 2010-2014**

Goal B: Continuously improve quality instruction

Objective 5: Continuously improve technology infrastructure

Measure 2	Time Frame	Resource(s) Needed	Resource(s) Allocated	Annual Status	Responsible Person(s)
Implement appropriate technology fees that will maintain and upgrade facilities per technology plan	Define plan FY2010; Implement plan FY2011	TBD per technology plan	TBD per technology plan	FY2009	Technology Committee IT Specialist Facilities Coordinator Library Director/AV Specialist VPBF President

**Progress FY10:**

Distance delivery fee -- \$4 per credit – implemented FY10.

Student technology fee -- \$2 per credit – to be implemented FY11.

**A Vision in Progress  
Fiscal Years 2010-2014**

Goal B: Continuously improve quality instruction

Objective 6: Continuously improve instruction by assessing student needs

Measure 1	Time Frame	Resource(s) Needed	Resource(s) Allocated	Annual Status	Responsible Person(s)
Increase student response to online course evaluations to the same rate as face-to-face evaluations	AY2010 – AY2014	Current resources	Current resources	FY2009	Division Heads IR Coordinator VPAA

**Progress FY10:**

In progress – need to improve strategies to increase student response rates.

Discussions with faculty who achieve high response rates are being planned.

Online course evaluation response rate:

Fall 2008 = (603/3355) 18%

Spring 2009 = (755/3158) 23.7%

Fall 2009 = (1061/3743) 28.3%

Spring 2010 = (807/3568) 22.6%

**A Vision in Progress  
Fiscal Years 2010-2014**

Goal B: Continuously improve quality instruction

Objective 6: Continuously improve instruction by assessing student needs

Measure 2	Time Frame	Resource(s) Needed	Resource(s) Allocated	Annual Status	Responsible Person(s)
Assist with improving instruction by reducing withdrawal rates after census from both courses and the institution by 2% per year	AY2010 – AY2014	N/A	N/A	FY2009	Retention Specialist Division Heads IR Coordinator VPSS VPAA

**Progress FY10:**

According to Retention Specialist, attendance alerts have increased.

One Division Head serves on Retention Committee.

New QuickConnect system is being evaluated; will be tested summer 2010.

Withdrawal Rates:

2008-09: Face-to-face: 8.8%; Online: 12.5%; Total average: 10.4%

2009-10: Face-to-face: 8.8%; Online: 11.5%; Total average: 10.0%



**A Vision in Progress  
Fiscal Years 2010-2014**

Goal B: Continuously improve quality instruction

Objective 6: Continuously improve instruction by assessing student needs

Measure 3	Time Frame	Resource(s) Needed	Resource(s) Allocated	Annual Status	Responsible Person(s)
Increase student satisfaction with classes as measured by improved ratings on course evaluation forms	AY2010 – AY2014	Current resources	Current resources	FY2009	Division Heads IR Coordinator VPSS VPAA

**Progress FY10:**

In progress – baseline is needed since implementation of new evaluation form in fall 2009.  
Plan is needed to analyze data and compare it with established baseline.

**A Vision in Progress  
Fiscal Years 2010-2014**

Goal C: Expand and promote student opportunities

Objective 1: Continue to increase student enrollment

Measure 1	Time Frame	Resource(s) Needed	Resource(s) Allocated	Annual Status	Responsible Person(s)
Increase enrollment of students by 3% per year as measured by student credit hours	AY2010 - AY2014	I&G funding based on enrollment increase to maintain	Contingent upon state funding	FY2009	IR Coordinator provides documentation Administrative Council

**Progress FY10:**

2008-09 Student Credit Hours: 49476

2009-10 Student Credit Hours: 54622

Annual change: 10.4%

**A Vision in Progress  
Fiscal Years 2010-2014**

Goal C: Expand and promote student opportunities

Objective 1: Continue to increase student enrollment

Measure 2	Time Frame	Resource(s) Needed	Resource(s) Allocated	Annual Status	Responsible Person(s)
Increase enrollment in non-credit courses by 3% per year as measured by student headcount	AY2010 - AY2014	Increase in marketing materials 2010 - \$2,000 2011 - \$3,000 2012 - \$4,000 Secure grant funding for 50+ population	Same as Resource(s) Needed	FY2009	Comm. Ed Coordinator ACAO

**Progress FY10:**

Enrollment is trending downward for leisure classes, but upward for new certification classes. Since they are new, there is no baseline. Classes include Pharmacy Technician, Medical Office Administration, Fiber Optics, Medical Transcription. Each of these is capped at 12 students.

Seventeen WIA participants were enrolled in above certification courses or others.

FY10 will become baseline – database not developed.

**A Vision in Progress  
Fiscal Years 2010-2014**

Goal C: Expand and promote student opportunities

Objective 1: Continue to increase student enrollment

Measure 3	Time Frame	Resource(s) Needed	Resource(s) Allocated	Annual Status	Responsible Person(s)
Increase enrollment of those in the 50 year old plus population taking courses for credit or non-credit by 3% per year as measured by headcount	AY2010 - AY2014	Increase in marketing materials 2010 - \$2,000 2011 - \$3,000 2012 - \$4,000 Secure grant funding for 50+ population	Same as Resources Needed	FY2009	Comm. Ed Coordinator PR Coordinator IR Coordinator ACAO VPSS

**Progress FY10:**

Non-credit enrollment of over 50 population is especially high for White Sands Institute. Of those who enroll, 85-90% are over 50. Other enrollments did not significantly change in 2010.

For credit courses: 15% increase Spring 09 to Spring 10, for 50+ population.

Academic Period	Head Count	Fall to Fall and Spring to Spring Comparison
Fall 2007	162	N/A
Spring 2008	158	N/A
Fall 2008	166	2.5%
Spring 2009	167	5.7%
Fall 2009	186	12.0%
Spring 2010	192	15.0%

**A Vision in Progress  
Fiscal Years 2010-2014**

Goal C: Expand and promote student opportunities

Objective 1: Continue to increase student enrollment

Measure 4	Time Frame	Resource(s) Needed	Resource(s) Allocated	Annual Status	Responsible Person(s)
Work with Otero County Economic Development Council to develop a new community survey to help determine new degree and certification offerings (review previous surveys with OCEDC)	AY2011 – AY2012	Define survey participants and write grants to secure resources	Same as Resources Needed	FY2009	VPAA President

**Progress FY10:**

President met with NMJJ administration in March 2010 to review strengths, weaknesses of existing instruments. Community needs survey; scheduled for 2011-12 per Strategic Plan.

**A Vision in Progress  
Fiscal Years 2010-2014**

Goal C: Expand and promote student opportunities

Objective 2: Increase marketing for all student opportunities

Measure 1	Time Frame	Resource(s) Needed	Resource(s) Allocated	Annual Status	Responsible Person(s)
Increase marketing and recruitment activities that will assist with increasing military-related enrollments by 2% per year	AY2010 – AY2014	2010 - \$1,000 2011 - \$2,000 2012 - \$3,000	Same as Resources Needed	FY2009	PR Coordinator IR Coordinator VPSS

**Progress FY10:**

US military, dependents, spouse increased 6.1% spring 10.

Foreign military increased 66% spring 10.

Need to define military-related.

Academic Period	US Military All*	Fall to Fall and Spring to Spring Comparison	US Military Active**	Fall to Fall and Spring to Spring Comparison	Foreign Military All*	Fall to Fall and Spring to Spring Comparison	Foreign Military Active**	Fall to Fall and Spring to Spring Comparison
Spring 2007	207	N/A	115	N/A	23	N/A	8	N/A
Fall 2007	205	N/A	113	N/A	34	N/A	8	N/A
Spring 2008	190	-8.2%	95	-17.4%	37	60.9%	11	37.5%
Fall 2008	185	-9.8%	103	-8.8%	26	-23.5%	1	-87.5%
Spring 2009	180	-5.3%	93	-2.1%	18	-51.4%	1	-90.9%
Fall 2009	182	-1.6%	87	-15.5%	27	3.8%	4	300.0%
Spring 2010	191	6.1%	71	-23.7%	30	66.7%	5	400.0%

\*Active duty military, spouses, dependents

\*\*Active duty military

**A Vision in Progress  
Fiscal Years 2010-2014**

Goal C: Expand and promote student opportunities

Objective 2: Increase marketing for all student opportunities

Measure 2	Time Frame	Resource(s) Needed	Resource(s) Allocated	Annual Status	Responsible Person(s)
Increase visibility of NMSU-A by securing webmaster services	AY2010	Contingent upon funding	Same as Resources Needed	FY2009	Library Director

**Progress FY10:**

Library Director now has part-time help with website.

Looking at Facebook and Twitter, with help from Public Information Officer.

NMSU-A now has YouTube.

**A Vision in Progress  
Fiscal Years 2010-2014**

Goal C: Expand and promote student opportunities

Objective 2: Increase marketing for all student opportunities

Measure 3	Time Frame	Resource(s) Needed	Resource(s) Allocated	Annual Status	Responsible Person(s)
Create baseline for prospective student contacts - increase number of prospective student contacts within service area by NMSU-A personnel	AY2010 – create baseline AY2011-AY2014 – increase student contacts	Based on baseline date	Same as Resources Needed	FY2009	IR Coordinator VPSS

**Progress FY10:**

K Robinson and M Heberle contacting students.

Baseline has not been defined.

A listing of newly admitted students is provided on a regular basis to Student Services.



**A Vision in Progress  
Fiscal Years 2010-2014**

Goal C: Expand and promote student opportunities

Objective 2: Increase marketing for all student opportunities

Measure 4	Time Frame	Resource(s) Needed	Resource(s) Allocated	Annual Status	Responsible Person(s)
Increase visibility of NMSU-A by participating in 50% of major organizations in service areas at least once per year	Create list AY2010	Current resources	Current resources	FY2009	IR Coordinator VPSS VPAA President

**Progress FY10:**

List not yet developed – President’s Executive Assistant will attend database training during fall 2010.

Gathering information on service groups in Otero County; have not yet created official list with other responsible persons.

**A Vision in Progress  
Fiscal Years 2010-2014**

Goal C: Expand and promote student opportunities

Objective 3: Promote lifelong learning opportunities

Measure 1	Time Frame	Resource(s) Needed	Resource(s) Allocated	Annual Status	Responsible Person(s)
Review and recognize completion status of service projects with student organizations every semester	Implement Fall 2009 – Spring 2014	N/A	N/A	FY2009	Student Organization Advisors VPSS

**Progress FY10:**

According to VPSS, student progress increased by 17%. No document was provided.

Held student appreciation luncheon, spring 10.

Process has not been defined.

**A Vision in Progress  
Fiscal Years 2010-2014**

Goal C: Expand and promote student opportunities

Objective 3: Promote lifelong learning opportunities

Measure 2	Time Frame	Resource(s) Needed	Resource(s) Allocated	Annual Status	Responsible Person(s)
Document and report annually activities that promote collaboration between NMSU-A and the diverse communities we serve	AY2010 – AY2014	Current resources	Current resources	FY2009	IR Coordinator President

**Progress FY10:**

Database to be developed during FY11.

**A Vision in Progress  
Fiscal Years 2010-2014**

Goal C: Expand and promote student opportunities

Objective 4: Develop academic program offerings to meet the needs of the diverse communities we serve

Measure 1	Time Frame	Resource(s) Needed	Resource(s) Allocated	Annual Status	Responsible Person(s)
Improve academic program offerings to meet the needs of the diverse communities as measured by such things as increased enrollment and graduation rates	AY2010 – AY2014	Unknown	Unknown	FY2009	VPSS VPAA President

**Progress FY10:**

Defer to VPAA and IR Coordinator.

Retention plan has been developed.

Still in planning stages for new program offerings; elimination of Fire Science based on lack of enrollment and minimal graduation rates.

NMSU-A enrollments:

2008-09 Student Credit Hours: 49476

2009-10 Student Credit Hours: 54622

Annual change: 10.4%

NMSU-A Graduation Rates:

Number of graduates (degrees awarded):

2008-2009: 214

2009-2010: 218

**A Vision in Progress  
Fiscal Years 2010-2014**

Goal D: Increase the retention and success of all students who enroll at NMSU-Alamogordo

Objective 1: Increase student retention rates

Measure 1	Time Frame	Resource(s) Needed	Resource(s) Allocated	Annual Status	Responsible Person(s)
Increase the first fall to second fall retention rates of first-time, full-time, degree-seeking students by 2% per year	Devise plan AY2010; implement plan AY2011	Existing resources	Existing resources	FY2009	Student Retention Coordinator IR Coordinator VPSS

**Progress FY10:**

Goal of increasing FY09 retention rate by 2% in FY10 was met.

Retention rates are reported in Student Retention Plan on website, and in Strategic Plan. Will be reported to State in April 2011 (2-year lag).

Should be released to press same time Ty Trujillo sends to State.

Results of NMSU-A retention rates:

Fall 2007 cohort retention rate: 51.3%

Fall 2008 cohort retention rate: 55.8%

Change/Increase: 4.5 percentage points



**A Vision in Progress  
Fiscal Years 2010-2014**

Goal D: Increase the retention and success of all students who enroll at NMSU-Alamogordo

Objective 1: Increase student retention rates

Measure 3	Time Frame	Resource(s) Needed	Resource(s) Allocated	Annual Status	Responsible Person(s)
Increase the percentage of ABE students who transition to NMSU-A classes by 2% per year	AY2010 – AY2014	Existing resources	Existing resources	FY2009	ABE Coordinator VPAA

**Progress FY10:**

Research Analyst is working with ABE to obtain percentage of ABE students who transitioned to NMSU-A classes. Process will be defined during FY11.

VPAA reported NMSU-A is working on greater integration and collaboration between ABE and ASC.

Need to collect dates of attendance from ABE.

**A Vision in Progress  
Fiscal Years 2010-2014**

Goal D: Increase the retention and success of all students who enroll at NMSU-Alamogordo

Objective 2: Increase student engagement on campus and in the diverse communities we serve

Measure 1	Time Frame	Resource(s) Needed	Resource(s) Allocated	Annual Status	Responsible Person(s)
Increase the activities of campus student groups by 2% per year	AY2010 – AY2014	Semester reports from all student groups	Same as Resources Needed	FY2009	Student organization advisors VPSS

**Progress FY10:**

VPSS reported total activities of campus student groups increased by 16.7% - 18 activities this year; 15 last year. Process for written verification will be defined during FY11.

Only 4 active organizations on campus this year.



**A Vision in Progress  
Fiscal Years 2010-2014**

Goal D: Increase the retention and success of all students who enroll at NMSU-Alamogordo

Objective 2: Increase student engagement on campus and in the diverse communities we serve

Measure 2	Time Frame	Resource(s) Needed	Resource(s) Allocated	Annual Status	Responsible Person(s)
Increase the number of events on campus that includes student participation and attendance by 5% per year	Define process AY2010; implement process AY2011	Current resources	Current resources	FY2009	Student Gov't President Student Organization Advisors IR Coordinator VPSS

**Progress FY10:**

Count did not include theater, lectures, library events, special activities; these should be included. Challenge is finding baseline.  
 President stated student engagement does not necessarily mean students are involved in student organizations. Challenge will also be to define "student engagement".  
 Difficult to attract online students to campus activities.  
 Suggested online instructors provide information disseminated through "Two-Minute News" to their online students.  
 ASC tutors walk around campus, checking on students in Student Union Building, etc., asking if they need help.  
 IR Coordinator stated CCSSE does not have online survey yet.  
 Topic for CCSSE: Student engagement - what does it mean?

**A Vision in Progress  
Fiscal Years 2010-2014**

Goal D: Increase the retention and success of all students who enroll at NMSU-Alamogordo

Objective 3: Continuously improve student support services

Measure 1	Time Frame	Resource(s) Needed	Resource(s) Allocated	Annual Status	Responsible Person(s)
Increase student satisfaction with Academic Advising as measured by an increase in the mean satisfaction score of advising-related questions on the Noel-Levitz Student Satisfaction Inventory Survey by 0.10 (on a scale of 1 to 7) each time the survey is conducted	Even years	Cost to conduct survey: 2010 - \$2,000 2012 - \$2,000 2014 - \$2,000	Same as Resource(s) Needed	FY2009	Advising Coordinator Division Heads IR Coordinator VPSS VPAA

**Progress FY10:**

Noel-Levitz Student Satisfaction Inventory has been replaced by CCSSE. CCSSE questions are more extensive, but there are no questions regarding library on CCSSE.

CCSSE surveys completed only by students in “face-to-face” courses on campus. Large percentage are both online and face-to-face students. CCSSE is a little expensive, but online Noel-Levitz survey responses were very low.

Survey was conducted during fall 2009 on entering students. Will be conducted again during fall 2010; survey data may address some engagement issues when data is compared.

Division Heads are promoting “Advise the Advisor” sessions to faculty.

CCSSE, Noel-Levitz survey results will assess improvement.

**CCSSE Results (2009):**

CCSSE Question	Frequency of use (sometimes or often)	Satisfaction (somewhat or very)	Importance (somewhat or very)
Academic advising/planning	53.3%	73.7%	89.1%

**A Vision in Progress  
Fiscal Years 2010-2014**

Goal D: Increase the retention and success of all students who enroll at NMSU-Alamogordo

Objective 3: Continuously improve student support services

Measure 2	Time Frame	Resource(s) Needed	Resource(s) Allocated	Annual Status	Responsible Person(s)
Increase student satisfaction with Financial Aid as measured by an increase in the mean satisfaction scores on financial aid-related questions on the Noel-Levitz Student Satisfaction Inventory Survey by 0.10 (on a scale of 1 to 7) each time the survey is conducted	Even years	Unknown	Same as Resources Needed	FY2009	Financial Aid Coordinator IR Coordinator VPSS

**Progress FY10:**

CCSSE survey will be conducted on Financial Aid Students in lieu of Noel-Levitz survey.

CCSSE Results (2009):

CCSSE Question	Frequency of use (sometimes or often)	Satisfaction (somewhat or very)	Importance (somewhat or very)
Financial aid advising	48.5%	58.1%	80.1%

**A Vision in Progress  
Fiscal Years 2010-2014**

Goal D: Increase the retention and success of all students who enroll at NMSU-Alamogordo

Objective 3: Continuously improve student support services

Measure 3	Time Frame	Resource(s) Needed	Resource(s) Allocated	Annual Status	Responsible Person(s)
Increase the percentage of students who apply for financial aid by 2% per year	Define process FY2010; implement process FY2011-2014	Existing resources	Existing resources	FY2009	Financial Aid Coordinator IR Coordinator VPSS

**Progress FY10:**

VPSS stated there was difficulty obtaining COGNOS information. NMSU is working on this; should be more data at end of summer. SIM should be contacted for information and/or requesting reports based on data needed. VPSS reported they were working on a password for Coordinator of Financial Aid.

According to previously-used SAM system, financial aid applications have increased from 415 in April 2007 to 624.

FAFSA data in Banner: 9.7% of NMSU-A students received financial aid in fall 2008; 11.5% of students received financial aid in fall 2009.

Challenge will be to define which students should be counted and how will this be measured (example: full-time compared to part-time).

Table below is based on actual accepted financial aid for Alamogordo students only:

Semester	Financial Aid Count	Head Count	Percent Receiving Financial Aid
Fall 2007	837	2730	30.7%
Spring 2008	895	2603	34.4%
Fall 2008	1093	2680	40.8%
Spring 2009	1125	2578	43.6%
Fall 2009	1381	2897	47.7%
Spring 2010	1521	2895	52.5%

**A Vision in Progress  
Fiscal Years 2010-2014**

Goal D: Increase the retention and success of all students who enroll at NMSU-Alamogordo

Objective 3: Continuously improve student support services

Measure 4	Time Frame	Resource(s) Needed	Resource(s) Allocated	Annual Status	Responsible Person(s)
Increase the dollar amount of scholarships available to, and awarded to, students by 2% per year	FY2010 - FY2014	Define process FY2010; implement process FY2011	Same as Resources Needed	FY2009	VPSS Foundation President President

**Progress FY10:**

NMSU-A Foundation increased endowment by \$66,000.

Per signed agreement, NMSU Foundation became investor of NMSU-A Foundation's funds; rate of return is fixed at 4% minimum.

Interest in endowment will be used for scholarships as defined by donors and NMSU-A Foundation.

VPSS stated loss of state nursing scholarship was significant decrease. Funds need to be broken down into categories to see more complete picture. No documents provided.

**A Vision in Progress  
Fiscal Years 2010-2014**

Goal D: Increase the retention and success of all students who enroll at NMSU-Alamogordo

Objective 3: Continuously improve student support services

Measure 5	Time Frame	Resource(s) Needed	Resource(s) Allocated	Annual Status	Responsible Person(s)
Increase the types of communication channels used to advise, inform and engage students (such as using Instant Messaging, MySpace, etc)	AY2010 – AY2014	Existing resources	Existing resources	FY2009	IT Coordinator Library Director VPSS

**Progress FY10:**

Suggested Measure 5 be modified to add: “frequency of usage for effectiveness” as well as “categorized by staff and students when possible”.

IT Coordinator working on various projects.

NMSU-A Facebook page has been established and linked from campus website. Measurement methodology has not yet been defined.

Online chat was used by Financial Aid until there was manpower issue.

Challenge is how to measure usage of web resources such as IM, MySpace, etc.

Suggested listing all communication channels (example - Facebook, MySpace, BlackBoard).

Suggested tracking “hits”.

Task Force was asked to define and determine how to measure D.3.5.

**A Vision in Progress  
Fiscal Years 2010-2014**

Goal D: Increase the retention and success of all students who enroll at NMSU-Alamogordo

Objective 3: Continuously improve student support services

Measure 6	Time Frame	Resource(s) Needed	Resource(s) Allocated	Annual Status	Responsible Person(s)
Increase the percentage of advised students as a percentage of student population	Define process in AY2010; Implement in AY2011	Unknown	Unknown	FY2009	Division Heads VPSS VPAA

**Progress FY10:**

Attendance, other related student services should be located at one station.

Hold is placed by Advising until freshman intake is completed.

Discussion has started on defining "transfer advising"; important since tracking is challenging.

Should have better method of advising students to a 4-year degree.

Task Force will define how to measure this objective in fall 2010.

This objective requires collaboration between Student Services and Academic Affairs.

**A Vision in Progress  
Fiscal Years 2010-2014**

Goal D: Increase the retention and success of all students who enroll at NMSU-Alamogordo

Objective 4: Continuously improve and increase usage of academic support services

Measure 1	Time Frame	Resource(s) Needed	Resource(s) Allocated	Annual Status	Responsible Person(s)
Increase the use of the Academic Support Center (ASC) services by 2% per year	Define process in AY2010; implement in AY2011	Current resources	Current resources	FY2009	ASC Coordinator IR Coordinator

**Progress FY10:**

There has been greater collaboration between LTC, ASC and library. Synergy works well.  
 ASC instituted formalized study groups.  
 ASC working on methods to provide more support for online students who are at a distance.  
 Library, LTC, ASC developing email newsletter.  
 Library revamped class orientations to more directly apply to specific classes and assignments of those classes.  
 Website provides more information for students about classes, textbooks, etc.  
 More information has been tracked since March, re: courses, instructors, etc. using ASC.  
 Tutors reach out to students by walking around campus, inquiring if students need help; also visiting faculty classes.  
 ASC Coordinator will keep in contact with instructors to ask about their needs.  
 Chat rooms will be tested this summer.  
 Team of developmental instructors has been implemented.  
 Candidates for developmental writing instructor position are currently being interviewed.



**A Vision in Progress  
Fiscal Years 2010-2014**

Goal D: Increase the retention and success of all students who enroll at NMSU-Alamogordo

Objective 4: Continuously improve and increase usage of academic support services

Measure 2	Time Frame	Resource(s) Needed	Resource(s) Allocated	Annual Status	Responsible Person(s)
Increase the use of library services by 2% per year	Define process in AY2010; implement in AY2011	Current resources	Current resources	FY2009	Library Director

**Progress FY10:**

More information is available to students online, such as listing of textbooks.

Applicable to specific classes.

Process for measuring has not been developed.

Usage of library's online databases for 2009-10 increased by 40% over 2008-09.

Number of library users (of the physical library) decreased by 3% over 2008-09.

Measurement in future years can continue to be determined by gathering online information access data as well as physical library usage data.

**A Vision in Progress  
Fiscal Years 2010-2014**

Goal D: Increase the retention and success of all students who enroll at NMSU-Alamogordo

Objective 4: Continuously improve and increase usage of academic support services

Measure 3	Time Frame	Resource(s) Needed	Resource(s) Allocated	Annual Status	Responsible Person(s)
Increase the collaboration between faculty and their classes with the ASC and library	Define process AY2010; implement in AY2011	Current resources	Current resources	FY2009	ASC Coordinator Library Director Division Heads

**Progress FY10:**

More information is available to students online, such as listing of textbooks.

Library typically has 25 to 30 library instruction sessions with individual classes (mostly English classes) per semester.

Library Director will have data regarding usage of library.

Library uses Netlibrary link; this is possible way to do some tracking.

ASC Coordinator will have orientation; will train instructors individually. Presently working on defining process.

MESH Division Head stated this will be fully defined in fall 2010.

Math program faculty collaborated with ASC on supplemental instruction for CCDS 111 and COLL 155.

English faculty collaborated with Library Director to schedule sessions for ENGL 111 and CCDE 110. Working on scheduling session for CCDE 105 classes.

Library staff is pursuing going into the classroom and provide short information sessions on library resources, something previously not done.

**A Vision in Progress  
Fiscal Years 2010-2014**

Goal D: Increase the retention and success of all students who enroll at NMSU-Alamogordo

Objective 4: Continuously improve and increase usage of academic support services

Measure 4	Time Frame	Resource(s) Needed	Resource(s) Allocated	Annual Status	Responsible Person(s)
Increase student satisfaction with the ASC (tutoring services) as measured by an increase in the mean satisfaction scores of tutoring-related questions on the Noel-Levitz Student Satisfaction Inventory Survey by 0.10 (on a scale of 1 to 7) each time the survey is conducted	Even years	Cost to conduct survey: 2010 - \$2,000 2012 - \$2,000 2014 - \$2,000	Same as Resources Needed	FY2009	ASC Coordinator IR Coordinator

**Progress FY10:**

CCSSE survey has three different questions dealing with academic support (Noel-Levitz was not used).

CCSSE 2009 survey will provide baseline.

ASC data is also collected in addition to CCSSE.

IR Coordinator stated students were highly satisfied with CCSSE survey.

Narrative list is provided if there is dissatisfaction.

CCSSE Results (2009):

CCSSE Question	Frequency of use (sometimes or often)	Satisfaction (somewhat or very)	Importance (somewhat or very)
Skill labs (writing, math, etc.)	38.5%	54.0%	80.5%

**A Vision in Progress  
Fiscal Years 2010-2014**

Goal D: Increase the retention and success of all students who enroll at NMSU-Alamogordo

Objective 4: Continuously improve and increase usage of academic support services

Measure 5	Time Frame	Resource(s) Needed	Resource(s) Allocated	Annual Status	Responsible Person(s)
Increase student satisfaction with the library as measured by an increase in the mean satisfaction scores of library-related questions on the Noel-Levitz Student Satisfaction Inventory Survey by 0.10 (on a scale of 1 to 7) each time the survey is conducted	Even years	Cost to conduct survey: 2010 - \$2,000 2012 - \$2,000 2014 - \$2,000	Same as Resources Needed	FY2009	Library Director IR Coordinator

**Progress FY10:**

CCSSE data is not collected on library services.

IR Coordinator stated when data was collected from Noel-Levitz, satisfaction was very high.

Library is exploring measurement alternatives.

**A Vision in Progress  
Fiscal Years 2010-2014**

Goal D: Increase the retention and success of all students who enroll at NMSU-Alamogordo

Objective 5: Increase student pass, graduation, and transfer rates

Measure 1	Time Frame	Resource(s) Needed	Resource(s) Allocated	Annual Status	Responsible Person(s)
Decrease non-passing rates by 2% per year of (i) individual classes and (ii) overall course loads of students for each term for all student populations	Define process AY2010; implement in AY2011	Unknown	Unknown	FY2009	Student Retention Coordinator Division Heads IR Coordinator VPAA

**Progress FY10:**

Measure to be changed. Need baseline to analyze data; then develop strategy.

First-time student versus experienced student should be distinguished.

Important to compare face-to-face courses with online courses and determine why successful or not successful.

Online average non-passing, which included grades D and F, and "W", was 23% each semester:

03-04 was 23%; 08-09 was 29%. During 08-09 semester, online non-passing rate increased to 34.7%, while face-to-face was 24%.

"W" rate in 08-09 combined was 10.4%; face-to-face was 8.8%; online was 12.5%.

Suggestion made to match historical baseline to benchmark.

Data collection continues; expect to work on defining process in summer 2010; IR and VPAA will be responsible for defining process.

Non-passing rates:

2003-07 average total: 23.5%.

2009-10 total: 28.5%.

Fall 2009 semester face-to-face average: 22.8%.

Fall 2009 semester online average: 35.0%.

Spring 2010 semester face-to-face average: 24.3%.

Spring 2010 semester online average: 33.0%.

**A Vision in Progress  
Fiscal Years 2010-2014**

Goal D: Increase the retention and success of all students who enroll at NMSU-Alamogordo

Objective 5: Increase student pass, graduation, and transfer rates

Measure 2	Time Frame	Resource(s) Needed	Resource(s) Allocated	Annual Status	Responsible Person(s)
Increase the three-year graduation rate of the first-time, full-time, degree-seeking students who enter NMSU-A each fall semester by 2% for each succeeding cohort of students	Define process in AY2010; implement in AY2011	Existing resources	Existing resources	FY2009	Student Retention Coordinator Division Heads IR Coordinator VPSS VPAA

**Progress FY10:**

Graduation rate increased from 5.2% to 9.4% for AY10 (as measured by IPEDS methodology).

Graduation rates may impact funding in near future.

Important for community colleges to define graduation rates and convince politicians that this is definition to use.

Mobile population makes graduation rates challenging. Important to have tracking system when students transfer from one institution to another.

In progress – will be defined fall 2010.

**A Vision in Progress  
Fiscal Years 2010-2014**

Goal D: Increase the retention and success of all students who enroll at NMSU-Alamogordo

Objective 5: Increase student pass, graduation, and transfer rates

Measure 3	Time Frame	Resource(s) Needed	Resource(s) Allocated	Annual Status	Responsible Person(s)
Increase transfer rates of students with associate degrees (AS and AA) to four-year institutions by 2% per year	AY2010 – AY2014	Existing resources	Existing resources	FY2009	IR Coordinator VPSS VPAA

**Progress FY10:**

Last three years' graduates compared to transfer files were: 06-07 – 32.9% transferred to 4 year institution; 07-08 – 27.5% transferred; 08-09 – 22.3% transferred. IR Coordinator stated same file was used. Must be defined more narrowly; IR will provide definition.

Need to establish baseline and define process.

Need to define when a student transfers.

Numbers were slightly higher for graduates who took a class after their graduation date.

Specific definition from past HED appears to use different process: Change of primary campus to Las Cruces for Financial Aid issues.

Title V looks at student taking higher level ET class.

NMSU representative stated challenge was defining "what is a transfer". She suggested "within 2 years student enrolls in 4-year campus". Las Cruces, HED are working on definition.

Dollars are tied to transfer rate for 4-year measures; important to adopt definition.

Grad Year	Grad Count	Transfer Count	Percent Transfers
2006-2007	147	58	39.5
2007-2008	138	53	38.4
2008-2009	169	72	42.6

Source: HED "Transfer file" (may or may not be accurate).

**A Vision in Progress**

**Fiscal Years 2010-2014**

Goal D: Increase the retention and success of all students who enroll at NMSU-Alamogordo

Objective 6: Continuously improve workforce readiness

Measure 1	Time Frame	Resource(s) Needed	Resource(s) Allocated	Annual Status	Responsible Person(s)
Increase workforce readiness by 2% per year as measured by student and employer satisfaction and placement surveys	Define process in AY2010; implement in AY2011	Unknown	Unknown	FY2009	IR Coordinator VPAA President

**Progress FY10:**

Defer to IR Coordinator, VPAA.

CJ, Paralegal interns hired are reported to CJ Program.

Community has formed Career Technical Education group to address this measure, starting at high school level. Campus is involved.

Alamogordo Chamber of Commerce Executive Director working to determine what local businesses want from NMSU-A.

Would like to measure if employed graduates got what they needed.

Challenge of telephone survey – cost involved; little motivation to do this outside of campus.

Suggested seeing if people educated here and employed in Otero County are meeting employer expectations.

Historical way of collecting data is through alumna or advancement offices that generate donations.

More internships would allow way to follow up with employer and student.

No resources allocated at this point. Challenge is to do this at affordable cost.

Process should be defined in summer 2010.



**A Vision in Progress  
Fiscal Years 2010-2014**

Goal D: Increase the retention and success of all students who enroll at NMSU-Alamogordo

Objective 6: Continuously improve workforce readiness

Measure 2	Time Frame	Resource(s) Needed	Resource(s) Allocated	Annual Status	Responsible Person(s)
Increase number of students who participate in workshops, co-ops, internships (for both hard skills and soft skills) that relate to workforce readiness	Define process AY2010; implement process AY2011	Unknown	Unknown	FY2009	Community Ed Coordinator Division Heads SBDC Coordinator VPAA

**Progress FY10:**

Challenge is to define workforce readiness.

Internships are available through CJ and paralegal.

PreCheck offers training through community services offices. After construction/remodeling is complete in summer 2010, numbers could increase.

ProTech has internships for IT, ET, Business, CS; 28 in 08-09 and 38 in 09-10.

Nurses work with preceptorships.

AMP (Alliance of Minority Partnerships) has 6-week internships with stipends.

NMSU-A has non-credit training: co-ops built into pharmacy technology program.

Medical Office Technology internship is available.

Select programs have increased co-op, intern opportunities within disciplines; still need to define process for more over-arching strategy.

Workshops should be counted if focused on workforce readiness.

“Buzz word” is career and college readiness.

Need to define process on how NMSU-A will track.

**A Vision in Progress  
Fiscal Years 2010-2014**

Goal D: Increase the retention and success of all students who enroll at NMSU-Alamogordo

Objective 6: Continuously improve workforce readiness

Measure 3	Time Frame	Resource(s) Needed	Resource(s) Allocated	Annual Status	Responsible Person(s)
Ensure and enhance collaboration on workforce readiness between NMSU Alamogordo and community agencies, advisory boards, etc	Define process AY2010; implement process AY2011	Unknown	Unknown	FY2009	Division Heads VPAA President

**Progress FY10:**

Challenge is to define process. Division Heads stated process should be fully defined in fall 2010.

NMSU-A faculty serving on various boards:

Jan Starr - Nursing Advisory Board; Stan Carlson attends meetings

Stan Carlson, Cathy Aguilar-Morgan - Engineering Advisory Board

Dr. Joyce Hill - Advisory Board for Working with Young Children for APS

Karen Reid, Dr. Joyce Hill - Career Tech Education Committee (joint partnership with APS, Chamber of Commerce)

Dr. Joyce Hill, Stan Carlson - Community Earth Day Fair Board; Karen Reid active participant

Karen Reid, Dr. Joyce Hill – active participants this year on Career Tech Expo Committee; first annual Career Tech Expo at AHS in Feb 2010  
Community CTE group is one collaborative process in place; still need to develop over-arching strategy.

**A Vision in Progress  
Fiscal Years 2010-2014**

Goal E: Promote college readiness by enhancing collaborations

Objective 1: Promote high school student academic readiness by collaborating with high school staff and administration, as well as parents, and high school students

Measure 1	Time Frame	Resource(s) Needed	Resource(s) Allocated	Annual Status	Responsible Person(s)
At least once a semester, including summers, offer workshops/seminars on test preparation	FY2010 – FY2014	Current resources	Current resources	FY2009	ASC Coordinator Division Heads VPSS VPAA

**Progress FY10:**

Test preparation workshops are offered through ASC.

Focus was on college prep: placement, entrance exams.

ASC Coordinator plans to start summer podcasts, test prep, study skills, etc. with link to website and iTunes University.

Suggested APS have link to let students know about availability of resources.

ASC Coordinator will work on issue to address parents, staff, etc.

ACT/SAT online classes are available through service called Ed2Go.

**A Vision in Progress  
Fiscal Years 2010-2014**

Goal E: Promote college readiness by enhancing collaborations

Objective 1: Promote high school student academic readiness by collaborating with high school staff and administration, as well as parents, and high school students

Measure 2	Time Frame	Resource(s) Needed	Resource(s) Allocated	Annual Status	Responsible Person(s)
Partner with area high school educators to encourage students to take English, math and reading placement tests at the <u>end</u> of their 9th grade year (prior to developing their schedule for their fall semester of 10th grade) with the goal of increasing the number taking the placement tests by 3% per year following baseline year	Baseline AY2010; Implement 2011-2014	Provided by schools and parents	Same as Resources Needed	FY2009	Area high schools VPAA VPBF President

**Progress FY10:**

Process needs to be defined and implemented.

ACT offers test for all 9th grades before entering 10th grade to determine strengths and weaknesses.

NM competency test, Kuder's.

**A Vision in Progress  
Fiscal Years 2010-2014**

Goal E: Promote college readiness by enhancing collaborations

Objective 1: Promote high school student academic readiness by collaborating with high school staff and administration, as well as parents, and high school students

Measure 3	Time Frame	Resource(s) Needed	Resource(s) Allocated	Annual Status	Responsible Person(s)
Increase by 2% the number of students who take test preparation and workshops; analyze cohort data for placement into Math 120 and English 111	AY2010 – AY2014	Current resources	Current resources	FY2009	IR Coordinator VPAA

**Progress FY10:**

Methodology not yet defined.

IR may have some data, but work with high schools has not been specific to this area yet.

Test prep activities are in place; collecting data at this point.

**A Vision in Progress  
Fiscal Years 2010-2014**

Goal E: Promote college readiness by enhancing collaborations

Objective 1: Promote high school student academic readiness by collaborating with high school staff and administration, as well as parents, and high school students

Measure 4	Time Frame	Resource(s) Needed	Resource(s) Allocated	Annual Status	Responsible Person(s)
Offer area educators the opportunity to take college placement tests once a semester - these opportunities would be used to promote an understanding of minimum standards for entry into college-level English and math - increase the number of testing opportunities by 3% per year	AY2010 – AY2014	Current resources	Current resources	FY2009	Area school administrators ASC Coordinator President

**Progress FY10:**

Process has yet to be developed.

**A Vision in Progress  
Fiscal Years 2010-2014**

Goal E: Promote college readiness by enhancing collaborations

Objective 2: Increase awareness of requirements for higher education and work force readiness by collaborating with students, staff, and community members committed to forming a regional partnership

Measure 1	Time Frame	Resource(s) Needed	Resource(s) Allocated	Annual Status	Responsible Person(s)
Increase high school student enrollment in "College 101" by 2% per year and compare cohort data for students who enroll in "College 101" and students who do not enroll in "College 101"	AY2010 – AY2014	Current resources	Current resources	FY2009	Student Retention Coordinator IR Coordinator VPAA

**Progress FY10:**

College 101 has increased in dual credit enrollment from 45 in Fall 2008 to 106 in Fall 2009. This will be discussed with IR and Student Retention Coordinator to determine if cohort comparison data is available.

Increase from fall 08 to fall 09 is 135%; 45 students in fall 08, 106 in fall 09.

As of fall 09, College 101 is required course on all degree plans.

Outcomes defined in AY10; assessment of outcomes will be available AY11.

Non-passing could decrease.

Suggest keep goal, but drop measure.

To be discussed more extensively.

Academic Period	COLL101 Seat Count	COLL101 Dual Credit Count	% Dual Credit Change (Comparable Semesters)
Fall 2007	34	0	NA
Spring 2008	4	0	NA
Fall 2008	72	45	NA
Spring 2009	25	21	NA
Fall 2009	233	106	135.6%
Spring 2010	232	71	238.1%

**A Vision in Progress  
Fiscal Years 2010-2014**

Goal E: Promote college readiness by enhancing collaborations

Objective 2: Increase awareness of requirements for higher education and work force readiness by collaborating with students, staff, and community members committed to forming a regional partnership

Measure 2	Time Frame	Resource(s) Needed	Resource(s) Allocated	Annual Status	Responsible Person(s)
Delegate at least five representatives from the NMSU-A campus to participate in at least two regional events per year	AY2010 – AY2014	Current resources	Current resources	FY2009	President

**Progress FY10:**

The following NMSU-A representatives have participated in:

- Donna Cook - Eastern Area Workforce Development Board (NM); Leadership Otero (CY10).
- Dr. Debra Teachman – ADAC, Deans Council (Las Cruces); Chamber of Commerce, Chamber Ambassadors (Alamogordo); Statewide Assessment Task Force, Statewide Articulation Task Force, Statewide Dual Credit Task Force (NMHED).
- Dr. Bruce Martin - New Mexico Higher Education Assessment and Retention (NMHED).
- Marcus McKay - Chamber of Commerce, Business Impact Committee (Alamogordo); SBDC Network (NM); Leadership Otero (CY09).
- Sharon Fischer – Business Impact/Government Relations Committee (Alamogordo); Leadership Otero (CY09); Career and Technical Task Force (Alamogordo High School).
- Hope Patterson - Chamber Ambassadors (Alamogordo).
- Nancy Montgomery – Leadership Otero (CY09).
- Bryan Yancey - Leadership Otero (CY010).
- Darlene Ellinger - Leadership Otero (CY10).
- Dr. Cheri Jimeno – Leadership New Mexico (CY10); American Association of Community Colleges.

The following NMSU-A representatives have participated in (covered by Carl Perkins funds):

- Cindy Holder - National Academic Advising Association National Convention (TX).
- Cathy Aguilar-Morgan - Society of Women Engineers National Convention (CA); Association of Career & Technical Educators National Convention (TN); American Society for Engineering Educators National Convention (KY).
- Joan Griggs, Cathy Aguilar-Morgan - ACTE Region IV Convention (TX).
- Donna Cook, Sharon Fischer - New Mexico ACTE Convention (Ruidoso).
- Kim Robinson - Career Clusters Institute (CO).



**A Vision in Progress  
Fiscal Years 2010-2014**

Goal E: Promote college readiness by enhancing collaborations

Objective 3: Encourage high school level student participation in college courses by collaborating with high school staff, parents, and high school students

Measure 1	Time Frame	Resource(s) Needed	Resource(s) Allocated	Annual Status	Responsible Person(s)
Explore a variety of opportunities and find the resources (such as Gear Up and TRIO grants, church visits, home visits, etc) that would encourage first-generation college students to explore opportunities in higher education	Define process in AY2010; implement in AY2011	Unknown	Unknown	FY2009	ACAO VPSS President

**Progress FY10:**

Student Support Services grant proposal submitted December 2009; not funded.

Looking to submit Talent Search grant during fall 2010.

Career Expo held at APS during spring 2010; over 60 exhibitors. Received positive comments from students.

Need financial literacy training.

“Maze of Life” was held in Lincoln County; students received pre-test and post-test. Three-day event included participants from Ruidoso, Hondo, Capitan, Mescalero.

**A Vision in Progress  
Fiscal Years 2010-2014**

Goal E: Promote college readiness by enhancing collaborations

Objective 3: Encourage high school level student participation in college courses by collaborating with high school staff, parents, and high school students

Measure 2	Time Frame	Resource(s) Needed	Resource(s) Allocated	Annual Status	Responsible Person(s)
Work closely with high school staff and administrators to promote dual enrollment, and work to increase the number of students taking dual enrollment courses by 2% per year	AY2010 – AY2014	Current resources	Current resources	FY2009	VPSS VPAA

**Progress FY10:**

Fall 08 - 148 dual credit students enrolled; Fall 09 - 210 dual credit students enrolled.

Continue to work closely on dual credit enrollment with all area high schools. Have met with high school counselors and appropriate administrators; have also worked with Parents Advisory Council (PAC) at APS.

Continue to develop strategy for more coordinated meetings and activities at appropriate time frames.

CTE Task Force included college, school district, business, parent partners.

Dual credit students cannot take developmental courses.

Challenge is to reach parents; postcards are sent to parents.

Terminology may be an issue.

Academic Period	Dual Credit Head Count
Fall 2008	148
Spring 2009	154
Fall 2009	210

Change Fall 2008 to Fall 2009: +41.9%

**A Vision in Progress  
Fiscal Years 2010-2014**

Goal E: Promote college readiness by enhancing collaborations

Objective 3: Encourage high school level student participation in college courses by collaborating with high school staff, parents, and high school students

Measure 3	Time Frame	Resource(s) Needed	Resource(s) Allocated	Annual Status	Responsible Person(s)
Improve retention rate of all dual enrollment students by 2% per year	Define process AY2010; implement process AY2011	Current resources	Current resources	FY2009	Student Retention Coordinator Division Heads VPSS VPAA

**Progress FY10:**

Variety of strategies to track students were discussed, such as:

Tracking students from fall semester continuing into spring semester.

Tracking both semesters and removing graduates.

Tracking number of dual credit students enrolled at NMSU-A; determining if they are enrolled at a 4-year campus.

No final decision was reached.

Measure should be discussed further; benefit to campus should be determined.

**A Vision in Progress  
Fiscal Years 2010-2014**

Goal E: Promote college readiness by enhancing collaborations

Objective 4: Promote academic awareness and readiness for nontraditional students, e.g., GED, returning, home schooled, and retraining students through collaboration with the diverse communities we serve

Measure 1	Time Frame	Resource(s) Needed	Resource(s) Allocated	Annual Status	Responsible Person(s)
Implement strategies that will provide workshops for nontraditional students - increase the number of workshops by 3% per year	Define process AY2010; implement process AY2011	Unknown	Unknown	FY2009	ASC Coordinator VPSS

**Progress FY10:**

Variety of strategies to track students were discussed, such as:

Holding 3-day “boot camp”, possibly same week as college orientation session in August (per ASC Coordinator).

Targeting non-traditional, ESL students.

Having diagnostic test, computer-based, writing, reading, etc.

Collecting data on students to create profile.

No final decision was reached.

**A Vision in Progress  
Fiscal Years 2010-2014**

Goal E: Promote college readiness by enhancing collaborations

Objective 4: Promote academic awareness and readiness for nontraditional students, e.g., GED, returning, home schooled, and retraining students through collaboration with the diverse communities we serve

Measure 2	Time Frame	Resource(s) Needed	Resource(s) Allocated	Annual Status	Responsible Person(s)
Increase number of contacts with regional agencies, i.e., Workforce Solutions, Department of Vocational Rehabilitation (DVR), to provide information concerning educational opportunities for their clients	FY2010 – FY2014	Current resources	Current resources	FY2009	ACAO VPSS

**Progress FY10:**

Six participants through WIA were provided with education opportunities, mostly in nursing program. Seventeen were funded through ARRA WIA for other education opportunities through Community Education; most attended program or certification course at NMSU-A. Twenty-four (24) students were placed in pharmacy program; ten (10) in medical office; several in short-term training in Albuquerque and El Paso. Under oversight of NMSU-A, One-Stop Center in Otero County has developed demand-driven, skill-based, workforce system to businesses and job seeker customers.

**A Vision in Progress  
Fiscal Years 2010-2014**

Goal E: Promote college readiness by enhancing collaborations

Objective 4: Promote academic awareness and readiness for nontraditional students, e.g., GED, returning, home schooled, and retraining students through collaboration with the diverse communities we serve

Measure 3	Time Frame	Resource(s) Needed	Resource(s) Allocated	Annual Status	Responsible Person(s)
Increase contacts with community clubs, organizations, and senior centers in the communities served by the campus, to make them aware of course offerings, certificate programs, two-year degree programs, non-degree programs, and professional development training	FY2010 – FY2014	Current resources	Current resources	FY2009	Admissions Coordinator Community Ed Coordinator VPSS VPAA President

**Progress FY10:**

Recording process to assess increase or decrease not fully defined.

Organized, systematic contacts with community clubs, organizations, etc. have yet to be developed. Activities are being conducted, but a more organized plan needs to be developed during summer and fall 2010.

Home school associations were contacted in fall 2009 and 2010 with information about course offerings.

Holloman AFB marketing department, various other organizations are additional new contacts.

Partnership with Otero County Economic Development Council and White Sands National Monument continues.

Presentations to service clubs are made through the year. Community Education website is continually updated; classes are promoted in area newspapers.

One-Stop Center became significant partner with additional ARRA funding in 2010. Organizations include DVR as well as service organizations.

WIA enrolled 10 participants in certification programs at NMSU-A.

Discussed changing measure to increase enrollment of non-traditional students.

Baseline needs to be established on how to measure increased contacts.

Challenge with senior citizens since NMSU-A considers seniors 65+; seniors at Senior Center are 60+; White Sands Institution age range is 50+.